



**DEPARTMENT OF HUMAN RESOURCES**  
**SENIOR & DISABLED SERVICES DIVISION**  
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**AUTHORIZED BY:** \_\_\_\_\_

**SDSD Administrator/Deputy/  
Assistant Administrator**

**INFORMATION MEMORANDUM**

**SDSD-IM-00-72**

**Date: July 20, 2000**

**TO:** SDSD District and Unit Managers  
Area Agency on Aging Directors

**SUBJECT:** "Windmills" Disability Sensitivity Training

**INFORMATION:** The Department of Human Services invites you to participate in the "Windmills" training scheduled for August 22 & 23, 2000 (9 am - 4 pm) at the Red Lion in Salem. The training is funded by a grant from the Rehabilitation Services Administration and is focused on developing a cadre of trainers to conduct future "Windmills" training. There is no charge for participants to attend this valuable training. **However, early registration is encouraged.** The only obligation will be a commitment of the participants to conduct a training on one or two "Windmills" modules within 90 days of the training. This follow up training on the modules usually lasts for 1-2 hours.

Please see attached flyer for additional information.

**CONTACT PERSON:** Gary Dominick

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## “Windmills” Disability Sensitivity Training Program

The Department of Human Services invites you to participate in the “Windmills” training scheduled for August 22 & 23, 2000 (9 am - 4 pm) at the Red Lion Inn in Salem. The training is funded by a grant from the Rehabilitation Services Administration and is focused on developing a cadre of trainers to conduct future trainings. There is no charge for participants to attend this valuable training. **However, early registration is encouraged.** The only obligation will be a commitment of the participant to conduct a “Windmills” training within 90 days of attending this training.

The “Windmills” training program is a high-impact, attitudinal training program developed by the California Governor’s Committee for Employment of Disabled Persons. Often times, individuals stereotypically respond to individuals with disabilities without regard to what the disability truly is, how it was derived and the impact of misperceptions. Through this process, individuals are able to recognize their own perception of persons with disabilities, where these perceptions originated and how these perceptions effect their behavior in the work place.

Many organizations would like to employ persons with disabilities but find that fears, biases and myths create barriers in the hiring process. The training focuses on attitudes and human factors, but is also concerns issues including legal requirements and accommodation. Although recent federal and some state laws prohibit employment discrimination against persons with disabilities, attitude often remains as the most significant barrier to employment. The new “Windmills” curriculum seeks to remedy attitudinal barriers and address issues related to the Americans with Disabilities Act.

“Windmills” works! Employers who use the program report a significant increase in the hiring of people with disabilities. Supervisors feel more confident in working with persons with disabilities after the training. “Windmills” helps employers successfully include persons with disabilities as an excellent labor resource.

Please contact Gary Dominick at 503/947-5141, email: [Gary.L.DOMINICK@state.or.us](mailto:Gary.L.DOMINICK@state.or.us) for additional information.